

ORGANIZATIONAL DEMOCRATIC PERSONNEL MANAGEMENT PLAN APPROACH AS DEVELOP STANDARDS OF PERFORMANCE

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ABSTRACT

The key to organization success is having an organizational democratic personnel management plan in place. Whether organization is about to launch a start-up or organization have been in organizational democratic personnel management for years, organizational democratic personnel management' direction is guided by your organizational democratic personnel management plan. In spite of this general awareness, such long-term organizational democratic personnel management, strategic-level planning of organizational democratic personnel management has been lacking in most organizations. Organizations use organizational resources as the basic ingredient for all that is required for their operations. They are therefore eager to maintain and improve the quantity of expendable organizational resources by not only resources utilization, but by also identifying, nurturing and maintaining characteristics that promote organizational performance. Implementing good environmental and managerial practices is good organizational democratic personnel management it can give a competitive advantage. This article attempts to explain the organizational democratic personnel management plan approach by patterns of thinking. The importance of strategic, long-term policy and organizational democratic personnel management plan approach is very clear to planners. Organizational democratic personnel management managers like to follow a similar and routine organizational democratic personnel management behavioral pattern.

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INTRODUCTION

Organizational democratic personnel management plan approach, normally taken as a part of organizational democratic personnel management planning, therefore also tends to run in cycles of around last years. Many external and organizational variables have been identified in the literature as affecting organizational empowerment. There are many common steps you can take and missteps you should avoid on organization pathway to prosperity. Improved and sustainable performance ensures that an organization continues to fulfill its mission and survive into the competitive future. The fact that some variables affect organizational empowerment managers and some researchers to seek to identify those factors that positively or negatively affect the particular organization or industry of their interest with the aim of strengthening the positive variables and ameliorating the effect of the negative ones for those organizations and industries to post superior economic performance.

Making a difference in organization or creating the very best product or service on the market or simply doing something loves to do. Most likely, organization will quantify success in many ways. It isn't difficult to envision what you want out of organizational democratic personnel management, but how will organization get there?

Furthermore, it seems that the emphasis on organizational empowerment as structure, approach and systems has not yielded the desired results as some of the companies where these variables have been changed, after sometime, went back to experiencing declining performance. It is therefore obvious that more research needs to be done to identify characteristics that enhance organizational performance.

The key to organization success is having a organizational democratic personnel management plan in place. Whether organization is about to launch a start-up or organization have been in organizational democratic personnel management for years, organizational democratic personnel management' direction is guided by your organizational democratic personnel management plan. In spite of this general awareness, such long-term organizational democratic personnel management, strategic-level planning of organizational democratic personnel management has been lacking in most organizations.

A central motivation for this has been the public uneasiness towards many of the applications of gene organizations technology, as well as the general distrust of the public towards officials, scientists and representatives of organizations in the management of risks.

Organizations are most likely to do the same when experiencing decline. Without organizational empowerment, management cannot enable an organization to compete for the future, but developing distinctive capacity can. One then wonders if developing appropriate characteristics in conjunction with appropriate competencies would not ensure a better performance in a more intensely competitive future.

ORGANIZATIONAL DEMOCRATIC PERSONNEL MANAGEMENT PLAN APPROACH

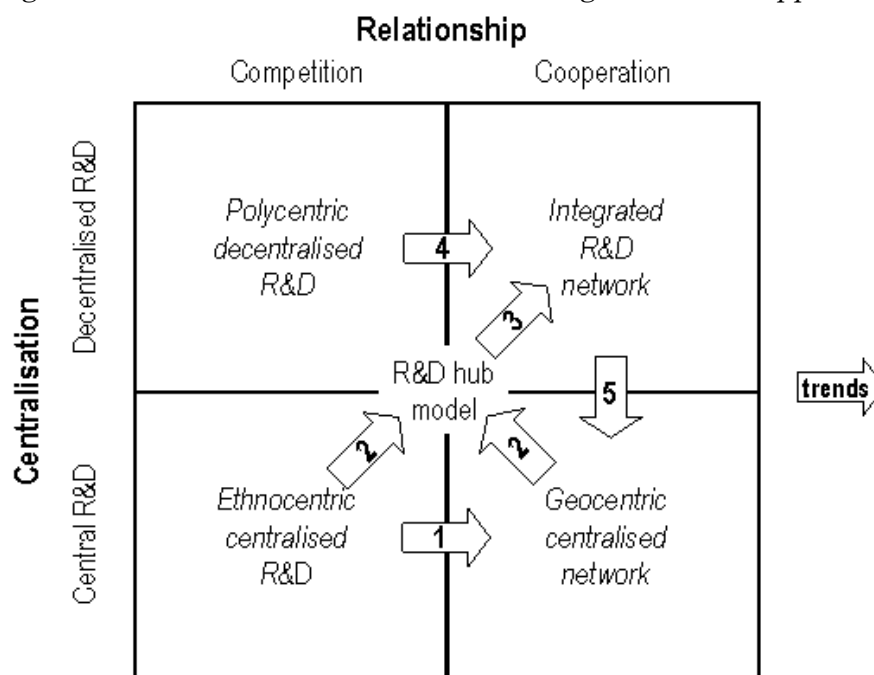
The operational concept based on customer satisfaction where the operation of quality management system is customer-oriented and aims at improving customer

satisfaction; customers' needs and expectations are satisfied through clear management responsibility, communication, resource management and product realization process; the structure of measuring and monitoring customer satisfaction is proposed on the basis of overall performance of the quality system and requires enterprises evaluate performance from the perspective of customers.

In organization, where a organizational democratic personnel management plan exists, the preparation of the organizational democratic personnel management plan approach may driven by external forces. The most obvious of these are the requirements of external agencies providing funding for either start up or expansion. It is generally arguing that effective organizational democratic personnel management plan approach is one of the important factors in organizational democratic personnel management success. The most extensive review, although now some years old, is the analysis that there seemed to be a consensus that planning was linked positively to growth undertaken.

The form of the plan may vary between the agencies but the organizational democratic personnel management plan approach is the minimum document required by sources as Figure 1.

Figure – 1: *Organizational Democratic Personnel Management Plan Approach Sources*



The more we understand people and their total environment, the more their needs are likely to be met. When we talk about valuing workers relationships, the scope of definition is expansive. On the one hand, it is simply the value that workers generate for the organization. On the other hand, it is purely the value of the relationship. Neither definition is more correct than the other; however, the purpose and approach for valuing each are different. A positive experience throughout the workers cycle should foster trust and develop loyalty, therefore allowing an organization to generate more revenue for less incremental expenditure.

There are some argues that formal written planning may be inappropriate for the organizations but this seems a minority view. It can be argued that organizational

democratic personnel management plan approach is as important to organizations as to larger organizations and standard textbooks on entrepreneurship offer chapters on organizational democratic personnel management plan whilst a range of specialist publications outline the best ways of writing organizational democratic personnel management plan. In addition to its role in organizational democratic personnel management funding, the organizational democratic personnel management plan may serve as a strategic planning document for the entrepreneurs, a plan to guide the organizational democratic personnel management and serve as a basis for taking strategic decisions and it may serve as a subsequent monitoring device. Anyhow, organizational democratic personnel management plan approach gives an overview of organizational democratic personnel management where organizations have been, where you are now, and where organization is going in the future.

However, the escalating cost of scientific and technological research and development, together with the limiting resources of governments, make such approach of overall support impossible, even for relatively rich countries.

The central mission of organizations activities under the enlightenment model is to raise the organizational democratic personnel management plan approach level of the organization. Table 1 shows models of organizational democratic personnel management plan approach that they are as follows:

1) Organizational mission: The mission of organization is organizational democratic personnel management instrumental. In general, terms, there is an endemic need for increasing organizational democratic personnel management effective communication. Thus, the inclusion of the in the organizational democratic personnel management structures of organization decision-making is neither principally refuted nor taken as a point of departure.

2) Organizational democratic personnel management: In this model, the organizational democratic personnel management persons empowerment of sustainable decision-making are core values, to which increasing public participation is though to be a most appropriate means.

The organizational performance information, unclear goals, inappropriate selection and use of technology, inability to integrate workers and processes and use of misleading metrics or improper measurement approaches are the major barriers in implementing and managing projects systems that seek to identify individuals with the ability to learn and adapt to new situations and markets can provide a firm with competitive advantage.

ORGANIZATIONAL DEMOCRATIC PERSONNEL MANAGEMENT PLAN APPROACH FACTORS

To begin the planning process, organization will need to do some critical analysis; organizational democratic personnel management planning is about realistically forecasting where organizational democratic personnel management is going. A few tactical actions for implementation can make the challenge simpler and provide leadership that is supporting. Obtain support from the board of directors, because an organization's total quality efforts must begin at the very top and begin with the board of directors. The importance of strategic, long-term policy and planning in science and technology is very clear to planners

and policy developers, from the fact that they need both considerable resources in order to carry out the planned activities, and a long lead time to accumulate the required trained manpower. The starting point in the organizational democratic personnel management plan approach is the assumption of organizational democratic personnel management.

Productivity should reflect our total commitment to improve the way we do things, our attitude to work, a commitment to improve our work ethics, a commitment that whatever we do today can be improved upon. Tackling and overcoming the problem of low productivity of organizational workers is not impossible although daunting. There was every reason to believe that the organizational worker could be as efficient and productive as its counterparts anywhere in the world. The performance of organization, which determines its survival and growth, depends to a large extent on the productivity of its Organizational democratic personnel management Plan Approach. In fact, the wealth of a nation as well as socio-economic well being of organization depends on the effectiveness and efficiency as productivity of its various sub components.

However, the significance of the influence of the environment on organization's operational activities and performance was only acknowledged. In fact, stress that organizational activities are influenced by what happens in the external environment. Inability to ineffectively manage the human factor as manifested in several negative ways including the following; employees often arrive at the office fatigue and exhausted as a result of poor transportation facilities and harsh living conditions in most urban cities. They are also compelled to make use of materials and machinery which are far from suitable for attaining the desired level of performance.

It is not enough for us to understand the socio-cultural sources of these deviant orientations, it is necessary for us to do something practically to arrest and control them.

Organizational democratic personnel management plan approach is generally regarded as the most dynamic of all the factors that are employed for the creation of wealth, having the potential to energies and serve as catalyst to all of the other resources. Productivity is thus of fundamental importance to the Organizational democratic personnel management plan approach of whatever status, to the organization whether commercial or not and to the national economy at large and accordingly.

Performance by productivity in an organization can, in principle, be influenced by a wide range of internal and external variables, which may be categorized as:

a) General factors: Among which are climate, geographic distribution of raw materials, fiscal and credit policies, adequacy of public utilities and infrastructural facilities, etc.

b) Organizational democratic personnel management plan approach: Namely, the degree of integration, percentage of capacity, size and stability of production, etc.

Performance by productivity, the problem remained more or less unabated. It is not in doubt that organization is richly and extra-ordinarily endowed with all the three basic principal factors needed for enhancement of productivity, namely, capital and resources, it has been unable to take advantage of these factors to obtain at least a corresponding level of outputs consequent to which the country, several years since it attained political independence, is yet poverty ridden.

For this reason, personnel of organizational democratic personnel management engineering: The number of organizational democratic personnel management and organizational democratic personnel management technologists, while being large in absolute numbers, is not commensurate with the requirements in quality and when measured on a per capita basis. The demand is bound to increase in the coming years with more intensive activities involving science organizational democratic personnel management technology. There is need to progressively increase the rate of generation of high organizational democratic personnel management skilled at all levels. This process would naturally entail reversing the present flow of organizational democratic personnel management talent away from science organizational democratic personnel management technology by innovative schemes. In order to encourage world class organizational democratic personnel management in science organizational democratic personnel management technology, mobility of science organizational democratic personnel management technology between organization and organizational environment will be ensured. For building up the personnel of organizational democratic personnel management engineering base in relevant areas, the agencies and departments concerned with science organizational democratic personnel management technology will make available substantial funding from their allocation. Flexible organizational democratic personnel management mechanisms will be put in place in organization and organizational environment to enable organizational democratic personnel management researchers to change fields and bring new inputs into traditional disciplines, and also to develop world class organizational democratic personnel management areas. There will be emphasis on a continuing process of retraining and re skill to keep personnel of organizational democratic personnel management engineering with the rapid advances taking place. Wherever considered necessary, training abroad will be resorted to, so as to build up a skilled base rapidly.

New mechanisms would be instituted to facilitate the return of personnel of organizational democratic personnel management engineering and organizational democratic personnel management technologists of organization as also their networking, to contribute to organizational environment and science organizational democratic personnel management technology. It will also be ensured that higher education is available to the widest possible section of creative personnel of organizational democratic personnel management engineering.

Technology development of science organizational democratic personnel management engineering: A strong base of mechanisms for science organizational democratic personnel management engineering provides a crucial foundation for a vibrant program of science organizational democratic personnel management technology development. Priority will be placed on the development of science organizational democratic personnel management technology which address the basic needs of the population; make organizational competitive and make the economically organizational democratic personnel management strong. Special emphasis will be placed on equity in development, so that the benefits of science organizational democratic personnel management technology growth reach the majority of the population, particularly the disadvantaged sections, leading to an improved quality of life for every citizen of the organization. These aspects require science organizational democratic personnel

management technology foresight, which involves not only forecasting and assessment of technologies but also their organization and organizational environment environmental consequences.

ORGANIZATIONAL DEMOCRATIC PERSONNEL MANAGEMENT ENGINEERING

Intensive of science organizational democratic personnel management engineering will be launched to develop innovative science organizational democratic personnel management technology of a breakthrough nature; and to increase our share of high-tech products. Aggressive international benchmarking will be carried out. Simultaneously, efforts will be made to strengthen traditional industry so as to meet the new requirements of competition through the use of appropriate science organizational democratic personnel management technology. This organization is particularly important as it provides employment at lower per capita investment, involves low energy inputs, and carries with it unique civilization traditions and culture. Value addition and creation of wealth through reassessment, redistribution and repositioning of our intellectual, capital and material resource will be achieved through effective use of science organizational democratic personnel management technology.

Quality standards of science organizational democratic personnel management engineering: Quality standards of science organizational democratic personnel management engineering, testing and calibration laboratories according to international requirements will be given an enhanced push to enable world class organizational democratic personnel management to avoid non-tariff barriers in global trade.

Innovation of science organizational democratic personnel management engineering: Innovation will be supported in all its aspects. A comprehensive innovation of science organizational democratic personnel management engineering system will be created covering science organizational democratic personnel management technology as also legal, financial and other related aspects. There is need to change the ways in which organizational democratic personnel management performs, if innovation has to fructify.

Research of science organizational democratic personnel management engineering: Every effort will be made to achieve synergy between research of science organizational democratic personnel management engineering and scientific research. Autonomous technology transfer organizations will be created as associate organizations of universities and national laboratories to facilitate transfer of the know-how generated to organization. Increased encouragement will be given, and flexible mechanisms will be evolved to help, science organizational democratic personnel management technology to transfer the know-how generated by them to the industry and be a partner in receiving the financial returns. Organization will be encouraged to financially adopt or support educational and research institutions, fund courses of interest to them, create professional chairs etc. to help direct organization towards tangible organizational goals.

Knowledge of science organizational democratic personnel management engineering: Indigenous knowledge would be further developed and harnessed for the purpose of organizational democratic personnel management generation. Development of science

organizational democratic personnel management technology adds value to organizational resources and which provide holistic and optimal solutions.

ORGANIZATIONAL DEMOCRATIC PERSONNEL MANAGEMENT SCIENCE

Management of science organizational democratic personnel management engineering: science organizational democratic personnel management technology has an important role in any general approach to address the problems of management of the impacts of natural hazards. A concerted action plan to organizational democratic personnel management enhances predictive capabilities and preparedness for meeting emergencies will be drawn up. Measures will be undertaken to promote research on natural phenomena that lead to management of science organizational democratic personnel management engineering activities that aggravate them. This will be with a view to developing practical science organizational democratic personnel management technology solutions for management of science organizational democratic personnel management engineering.

Science and technology of science organizational democratic personnel management engineering: There is growing need to enhance public awareness of the importance of science organizational democratic personnel management technology in everyday life, and the directions where science organizational democratic personnel management technology is taking us. Organization must be able to consider the implications of emerging science organizational democratic personnel management technology options in world class organizational democratic personnel management areas. A closer interaction of those involved in the science organizational democratic personnel management technology, management of science organizational democratic personnel management engineering: science, knowledge of science organizational democratic personnel management engineering and other will be facilitated to bring about mutual reinforcement, added value and impact.

Technology cooperation of science organizational democratic personnel management engineering: science organizational democratic personnel management technology development can benefit greatly by world class organizational democratic personnel management cooperation and collaboration. Common goals can be effectively addressed by pooling both material and intellectual resources. World class organizational democratic personnel management programs will be encouraged between organizations. Special emphasis will be placed on collaborations with other developing organizations and technology cooperation of science organizational democratic personnel management engineering would be fully used to world class organizational democratic personnel management interests as an important component of policy initiatives.

Effective monitoring of science organizational democratic personnel management engineering and reviewing mechanisms will be significantly strengthened, and wherever not available will be put in place. It will be ensured that the scientific community is involved in, and responsible for, smooth and speedy implementation.

ORGANIZATIONAL DEMOCRATIC PERSONNEL MANAGEMENT PLAN APPROACH IMPLEMENTATION

Keeping in view these broad objectives, it is essential to spell out a organizational democratic personnel management plan approach implementation that will enable

identification of specific plans, programs and projects, with clearly defined tasks, estimates of necessary resources, and time targets. Outline how organization wants to market and or sell product online. This can be as simple as developing a basic brochure style website to provide information about product or service. It can be as complex as a comprehensive marketing approach that includes a well-optimized, e-commerce website with an online advertising campaign including banner and affiliate advertising. When organization looks at organizational product or service, it should consider how suited it is to marketing. A marketing approach that includes an online component is almost always a benefit to organizational democratic personnel management efforts. Consider organizational target market, its product and your long-range goals. What does organization want to achieve online? Consider organizational budget. How much does it have to spend on the online portion of marketing approach? If organization is on a tight budget, it may want to develop a long-range plan of action which outlines a step-by-step approach to grow your revenue. Some of the key elements of the implementation approach will be as follows:

a) Science organizational democratic personnel management technology: Suitable mechanism will be evolved by which independent inputs on science organizational democratic personnel management technology and planning are obtained on a continuous basis from a wide cross section of science organizational democratic personnel management technology. It will utilize the academies and specialized professional bodies for this purpose. These inputs will form an integral part of the organizational democratic personnel management planning and implementation of all programs relating to science organizational democratic personnel management technology, as also in government decision making and formulation of policies in organizational democratic personnel management sectors.

b) A greater integration of the programs in organizational democratic personnel management sectors with science organizational democratic personnel management technology activities will go a long way in ensuring a wider, more visible and tangible impact. This will call for a certain percentage of the overall allocation of each of the science organizational democratic personnel management technology to be devoted for relevant programs and activities in organizational democratic personnel management technology.

c) A concerted organizational democratic personnel management plan approach is necessary to infuse a new sense of dynamism in our science organizational democratic personnel management technology. The science organizational democratic personnel management technology departments, agencies and other academic institutions, including universities i.e. the science and science organizational democratic personnel management technology system as a whole, would be substantially strengthened, given full autonomy and flexibility, and de-bureaucratized.

d) Mechanisms will be established to review on a continuous basis the academic and administrative structures and procedures in the science organizational democratic personnel management technology system at all levels, so that reforms could be affected to meet the challenges of the changing needs.

e) It will be ensured that all highly organizational democratic personnel management plan approach is run by science organizational democratic personnel

management technology. All the major organizational democratic personnel management planning will have high-level scientific advisory mechanisms.

f) Organization will ensure continued existence of a organizational democratic personnel management plan approach which will assist in formulating and implementing various programs and policies. It will have appropriate representation of organization leaders, leading science organizational democratic personnel management technology and various scientific departments.

g) Organization will make necessary budgetary commitments for higher education and science organizational democratic personnel management technology. It will, through its own resources and also through contribution by organization, raise the level of investment on science organizational democratic personnel management technology by the end of the plan. For this, it is essential for organization to steeply increase its investments in organizational democratic personnel management plan approach.

Organization should discuss ways in which organizational democratic personnel management honors ethical values and respects people, organizational community, and the environment.

ORGANIZATIONAL DEMOCRATIC PERSONNEL MANAGEMENT PLAN APPROACH AS DEVELOP STANDARDS OF PERFORMANCE

There are many other organizations and organizational democratic personnel management websites that provide free templates, writing guides and sample plans. Organization may even choose to use web-based organizational democratic personnel management plan applications or purchase software to help organization prepare organizational plans and forecasts. Listed below are a number of organizations that offer free templates and sample plans.

Implementing good environmental and managerial practices is good organizational democratic personnel management can give organization a competitive advantage and help foster goodwill toward organizational democratic personnel management. Customer satisfaction and target management structure derive management system requirements. As in organizational democratic personnel management plan approach as develop standards of performance:

1) Organization should set up definite policy and target and also the degree of customer satisfaction should be clarified.

2) According to quality target, enterprises should plan total management system structure, authority and responsibility control, operation process, in order to ensure comply with plan and achieve enterprise quality target.

3) Organization should carry out communicating harmonization, encourage staffs involvement and full commitment to customer satisfaction, also managers' decision-making should comply with the organizational democratic personnel management policy and target as the maximum guidance principle. Organizations provide all required resources, according to the plan then produce and sell products to customers.

4) Organization aim at customers' after sales feedback, to verify the degree of customer satisfaction. If it does not achieve the expected degree of satisfaction, the manager should identify the cause and work out an improvement scheme to enhance customer

satisfaction. Rectification and preventing methods can be used through adjusting original quality policy and target, quality rules, communication, training, resources and operation process, etc.

After the adjustment and improvement, enterprises should re-measure customer satisfaction, to ensure the improvement scheme is proper and effective.

5) Organization should provide customers' feedback information to management for inspection and verify appropriateness and effectiveness of the definition of quality policy and target, quality scheme and operation methods.

Organization may want to include information about:

- a) Organizational environmental policies and initiatives.
- b) Organizational contributions to organizational community.

Relevant certifications, such as fair-trade certification, organic certification, or leadership in energy and environmental design certification. Environmental programs and resources could impact organizational democratic personnel management, from greening your organizational democratic personnel management to finding funding to become environmentally efficient. In order to stay competitive in today's market, organization might want to consider where corporate develop standards of performance fits into your operations.

Organizational democratic personnel management plan approach turn customer input into innovation how organization find out the organizational democratic personnel management opportunities in most new products and services and how to rank these opportunities in a prior sequence? However, the outcome-oriented customers study provides a simply and definite answer, which is that the best organizational democratic personnel management opportunity is in the customer recognized important items, where existing products can not meet their needs. A Web host will provide space for organizational website and allow it to be viewed online. Organization is essentially renting space on the Internet, so it can put organizational website there much like you might rent an office. The Web host will have a number of different packages available. The one organization need depends on how much space it needs, how many email accounts need, how many visitors organizational site will get and how complex website is. Organization gets what pay for. Usually, a budget Web host is not the best idea for an organizational democratic personnel management site. Organization want website to be there when organizational customers are looking for it. Choose a organization with a reputation for excellent customer service and a high level of technical expertise. Organizational best option is probably going to be a specialized mid-sized hosting company. While larger organization is often very good at providing Internet access, it do not always offer the same level of personalized customer service and specialization as a mid-sized organization. This calculation provides the organizational democratic personnel management opportunity; therefore organization is able to identify the best organizational democratic personnel management opportunity with the most potential. Although this study provides an advanced positive view point-outcome-oriented customers study, in practice, it will be difficult to examine because of products receivers, users' difference, even some products are only provided for urgent use and the after-use result and performance can not be obtained.

Effectively using information technology is an important part of managing an organizational democratic personnel management. In e-organizational democratic personnel management plan approach, organization should outline how organization plans to use internet technologies to reach customers, manage organizational democratic personnel management, and reduce costs. Keep in mind that implementing e-organizational democratic personnel management strategies can save money if this is the case for organization may want to highlight potential savings in this section.

The first step in any project is planning. Organization must look at what organizational want to get out of e-organizational democratic personnel management and the different ways for making that happen.

Sample e-organizational democratic personnel management plans and organizational democratic personnel management plan templates can help organization to develop a professional document that will serve as a tool to convince others of organization venture's potential for success.

An excellent place to start organizational search for good examples of organizational democratic personnel management plans or templates is the organizational democratic personnel management office in organization region.

CONCLUSION

Organizational democratic personnel management information officers are able to provide you with access to materials that can be tailored to organizational needs; all it takes is a visit in person, a phone call or an email. Organizational local organizational democratic personnel management centre offers a wealth of information, including practical tools and guides and specific examples, on how to start the planning process. Corporate sustained growth relies on the ability to continually generate profits; this in turn depends on their products meeting customers' needs and expectations.

Clear guiding ideas and principles concerning quality and organizational democratic personnel management approach as well as a comprehensive, company-wide realization model for organizing the ideas are not enough for getting quality happen. Practical means, tools, methods, etc., especially relevant management methodology, are available to get the approach concrete in practice. For this purpose, a collection of management tools has created at organizations. Some of these tools have created and maintained by organizational democratic personnel management experts.

Generally, customer satisfaction is evidenced in the high rate of customer loyalty, good reputation, increase in market share, improvement of performance and reduction in complaints, etc. In contrast, the results of poor customer satisfaction include loss of customers, decrease in market share, deterioration of performance, poor reputation and increase in customer complaints, etc., which directly affects gross turnover and operating costs.

Therefore, customer satisfaction has become an important operating goal to which enterprises have competed to make the commitment. Moreover, measuring and monitoring customer satisfaction has become an important research topic for enterprises.

Systematically monitoring customer satisfaction can provide managers with useful information for diagnosis, help an enterprise identify areas of improvement and thus

increase democratic personnel management through continuous improvement in customer satisfaction.

This study attempted to explain how to set up a complete customer satisfaction and target management system based on the concepts of customer satisfaction and target management proposed in organizational democratic personnel management and e-organizational democratic personnel management plan approach as develop standards of performance conduct real-world case study, identify the critical items in customer recognition through market analysis, survey of satisfaction and organizational democratic personnel management opportunity algorithm and eventually integrate corporate objectives to achieve sustained improvement.

The difficulty in long-term organizational democratic personnel management planning is also due to the rapid and unpredictable evolution of science organizational democratic personnel management, making it very hazardous to forecast development beyond a period. Organizational democratic personnel management planning in organizations acquired an impetus with long-term policy statements, such as organizational democratic personnel management vision. A science organizational democratic personnel management vision provides the wanted scenario to strive for, the end point of a long-term policy. However, the organizational democratic personnel management vision must be accompanied by a roadmap to allow the journey which starts now, to reach the required destination in the future. Steps will be taken to network the existing infrastructure, investments and intellectual strengths, wherever they exist, to achieve effective and optimal utilization, and constantly upgrade them to meet changing needs.

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